

CIVIL RIGHTS ON DECK



Share on Facebook

Share on Twitter

Volume 9, Issue 11

November 2014

Native American Heritage Month

NATIVE AMERICAN ★ HERITAGE MONTH ★

November is National Native American Heritage Month. This is a time to celebrate the many contributions of Native Americans. The Coast Guard encourages all of its members to participate in observances within your local communities. Your participation supports the Coast Guard's goal of fostering an inclusive environment for all its members. So, get involved. For ideas on celebrating National Native American Heritage Month at your unit, contact your servicing [Civil Rights Service Provider](#) today!

CIVIL RIGHTS

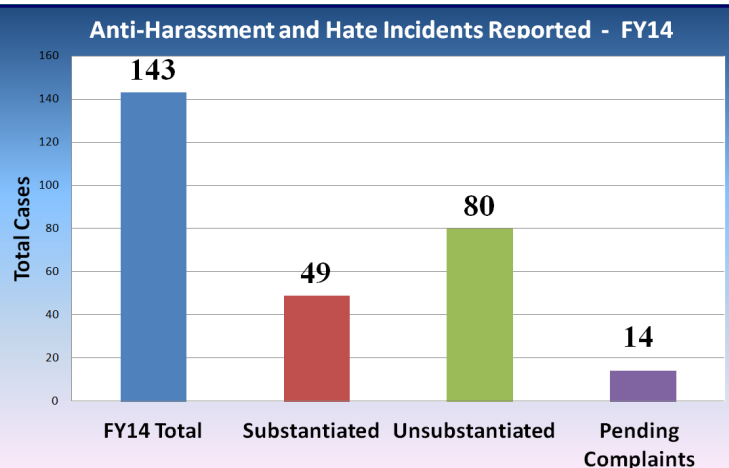
Ms. Terri Dickerson, Director
Ms. Francine Blyther, Office
of Civil Rights Operations
CAPT Joel Rebholz, Office of
Civil Rights Policy, Planning,
and Resources
Ms. Dayra Harbison, Chief,
Compliance & Procedures
Division
Ms. Barbara Stewart, Chief,
Solutions and Complaints
Division
CDR Kirby Sniffen, Chief,
Planning and Resource
Management Division
CDR Albert Antaran,
Executive Assistant
LT Caleb James, Acting
Communications Officer

Coast Guard Commands Committed to a Model Workplace Environment

When Coast Guard personnel report harassment or hate incidents, the Commanding Officer/Officer in Charge must respond by implementing the immediate and appropriate actions mandated by the Coast Guard Anti-Harassment and Hate incidents (AHHI) procedures (see [COMDTINST M5350.4C](#)). A principled anti-harassment procedure rooted in integrity is one element of a model Equal Employment Opportunity program. Such procedures foster a Coast Guard-wide positive work environment. In Fiscal Year 2014, Coast Guard commands investigated and took outcome based corrective actions on 98% of substantiated AHHI claims.

Notably, unit commanders exceeded their AHHI obligations by instituting proactive measures, such as team building training, in 26% of unsubstantiated claims. This overall outcome is a key element in attaining a model work environment (see [Management Directive 715](#)) and demonstrates a collective commitment by Coast Guard leadership to protect all members from unlawful harassment.

Submitted by Ms. De Lesa Hanson



Paralympic Medalist Shares Inspiring Story with Workforce



Medal winning Paralympic downhill skier, and Coast Guard veteran, Chris Devlin-Young (Pictured Left) addressed the Coast Guard workforce in honor of National Disability Awareness Month.

With the theme of "Expect. Employ. Empower.", Mr. Devlin-Young credits the [Disabled Veterans Winter Sports Clinic](#) with empowering his athletic successes. Mr. Devlin-Young's story - from his harrowing service as an Coast Guard Air Crewmember to his 10 U.S. downhill

skiing national championships - encouraged others to empower persons with disabilities to fully develop their unique skills and abilities. Submitted by Ms. Gwen White



Above: Mr. Devlin-Young is joined by fellow Coast Guard aviators and shipmates.

Mistreatment for Pregnancy is Gender Discrimination

A Federal Air Marshal filed a complaint of discrimination based on gender (pregnancy) when she was assigned light duty in Atlantic City, NJ even though light duty assignments were available closer to her home.

The Equal Employment Opportunity (EEO) Commission ruled that the Department of Homeland Security (DHS) misapplied its own light duty policy and ruled in favor of the Complainant. Gender discrimination due to pregnancy is prohibited by Title VII of the Civil Rights Act of 1964 as amended by the [Pregnancy Discrimination Act of 1978](#).

The employee resigned her position with DHS due to the discrimination and in her complaint requested to be reinstated into her position. The EEO Commission decided against her reinstatement request, however, decided that DHS was financially liable for the damages caused by the unlawful discrimination. See *Cestro V. Department of Homeland Security, Transportation Security Administration* (EEOC No. 0120080771). Submitted by Mr. Johnny McAfee



Navy Memorial Showcases Pea Island Surfmen!



The Navy Memorial recently featured our Service's historic Pea Island (North Carolina) Surfmen as a part of the [Year of the Coast Guard](#) exhibit. The heroic team was an all African-American crew whose members earned the U.S. Gold Life Saving Medal for rescuing the passengers and crew of the E.S. Newman in 1896. A video documentary, "The Voice of the Gladdened Hearts" features their inspiring heroism. This was a special event that connected the past with the future. Students from Kramer Middle School and descendants of the Pea Island Surfmen toured the exhibit with notable past commanders of the Cutter Pea Island, named in honor of the crew. **Pictured (left):** RADM Rochon (USCG, Retired) speaks from the Navy Memorial podium. **Pictured (bottom right):** Master Chief Skip Bowen (USCG, Retired) with RADM Rochon and Middle School Students. Pictures by Jeff Malet.

Right: LCDR Ben Goff, prior captain of the Cutter Pea Island, talks with family of the Pea Island Surfmen inside the Navy Memorial's Year of the Coast Guard exhibit.



LDACs in Baltimore and Miami Spotlight Observances



During the year, the Coast Guard supports and encourages special observances that foster an environment of inclusion for all workforce members. Two such observances were recently held in Baltimore and Miami to promote equal opportunity in the hiring, advancement, training, and treatment of all individuals. In the Fifth District, the Coast Guard Yard hosted its 5th Annual Diversity Day Celebration in Baltimore, MD. Hosted by the Baltimore-Area Leadership and Diversity Advisory Counsel (LDAC), the event was titled "Our Workforce, Our Strength" and represented ten Special Emphasis Program (SEP) committees. Participants enjoyed a diversity fair and a dynamic performance by the Ohana of Polynesia Entertainment Group (**Pictured left**). Seventh District LDACs representing Miami-Area units hosted nautical athletes for two days of maritime familiarization in partnership with the [Shake-A-Leg Foundation](#) (**Pictured right**), raising awareness for the health, education, and independence for persons with disabilities. Submitted by Ms. Davidad Langley and Ms. Gina Huck



We'd like to know what equality in the Coast Guard workforce means to you! Share your thoughts, ideas, and photos with us at CRODF@uscg.mil.



Meet the Coast Guard Civil Rights Staff!



CRD welcomes Ms. Chantell Cunningham, Equal Employment Opportunity Specialist to Washington D.C. (Solutions and Complaints). Ms. Cunningham is an Air Force veteran who offers a versatile background gained from her work experiences in the military, human services, and equal employment opportunity (EEO). She earned her Bachelors of Science in Psychology from the University of Maryland University College and a Masters of Social Work from Howard University. Previous to joining the Coast Guard, Ms. Cunningham worked as an EEO Specialist at the U.S. Department of Agriculture for over three years. She and her husband enjoy art, music, and cooking.

The Civil Rights Directorate (CRD) welcomes back Mr. Doug Seward to Kodiak, AK (Region 3, Zone 12) as the new Equal Opportunity Specialist. Mr. Seward retired as a Senior Chief Petty Officer, completing his active service as an Equal Opportunity Advisor in 2011. He is a graduate of Defense Equal Opportunity Management Institute (DEOMI) Equal Employment Officer Course and the Coast Guard Chief Petty Officers Academy. His duty stations included overseas (OCONUS) tours in Guam and Puerto Rico, the Cutter Bear, and the Cutter Gallatin.

